

# Unofficial CCAS 2001 Results for Army Pay Pools

Prepared by the Army Project Office for the DoD Civilian Acquisition Workforce Personnel Demonstration Project.  
For additional information, please contact Jerry Lee (SAIC) at 703-604-7027 or DSN 664-7027, email [jerold.lee@saalt.army.mil](mailto:jerold.lee@saalt.army.mil)

# Number of Pay Pools and Number of Employees

The number of pay pools increased from 23 in 2000 to 25 in 2001.

New Pay Pools in 2001:  
131 and 132.

	PP#	Number of Employees		2001
		1999	2000	
DSS-W	101	180	175	154
ATEC	102	78	113	117
PEO STAMIS	103	122	141	144
SAAL-ZP/CSA	104	48	54	51
ATEC AEC	105	75	205	223
ADO	106	14	14	13
CCK	107	36	44	53
ATEC OEC	108	119		
SAAL-ZR	109	124		
JPOBD	110	13	16	15
MTAQ	111	53	48	50
ASA ALT	112	7	32	26
PEO C3S	113	88	89	92
PEO GCSS-P	114	80	93	91
PEO IS	119	41	46	44
PEO GCSS-W	120	128	126	132
PEO IEWS	121	111	114	119
SAAL-ZC	122	4		
SAAL-ZT	123	13	11	12
SAAL-ZS	124	11	12	10
SAAL-ZD	125	10	10	14
MEDCOM	126	25	67	83
RDAISA	127	89	86	91
SAAL-ZL	128		3	3
DDACM/AAESA	129		107	122
MTAQ Supr	130		3	4
OF-TF	131			4
PM FCS	132			8
Total		1469	1609	1675

# Workforce

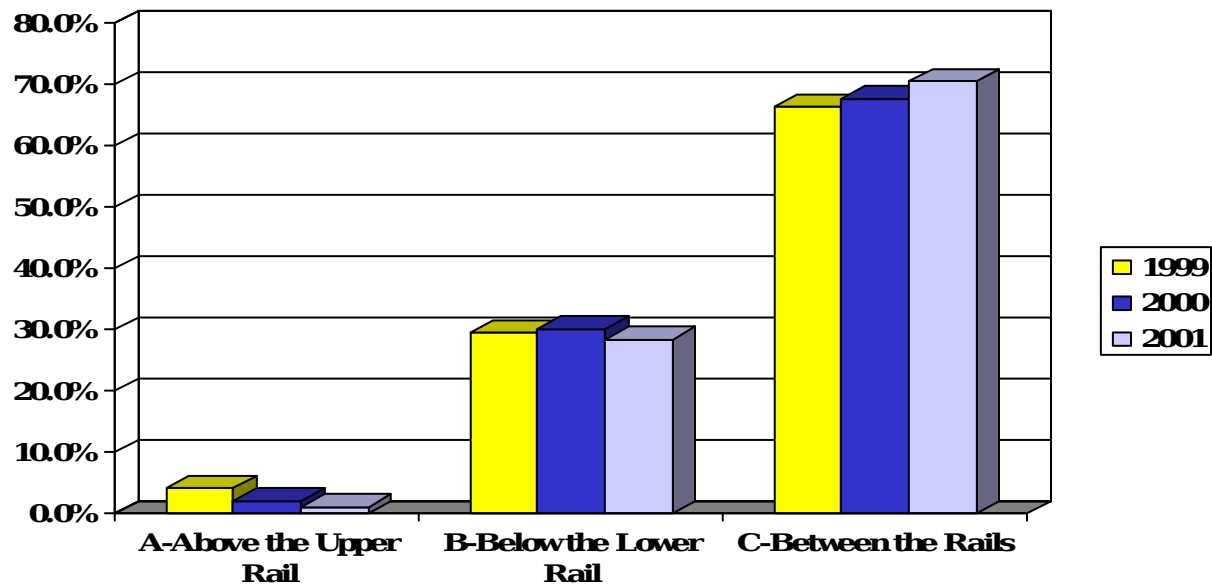
	CCAS 1999			CCAS 2000			CCAS 2001		
	Number of Employees	Percent of Career Path	Percent of Workforce	Number of Employees	Percent of Career Path	Percent of Workforce	Number of Employees	Percent of Career Path	Percent of Workforce
Army									
NK 1	2	1.1%	0.1%	4	2.1%	0.2%	2	1.10%	0.12%
Nk 2	136	72.3%	9.3%	133	70.0%	8.3%	119	66.85%	7.10%
NK 3	50	26.6%	3.4%	53	27.9%	3.3%	57	32.02%	3.40%
NK Career Path	188		12.8%	190		11.8%	178		10.63%
NJ 2	31	96.9%	2.1%	29	100.0%	1.8%	26	100%	1.55%
NJ 3	1	3.1%	0.1%						
NJ Career Path	32		2.2%	29		1.8%	26		1.55%
NH 2	154	12.3%	10.5%	180	12.9%	11.2%	207	14.07%	12.36%
NH 3	667	53.4%	45.4%	736	52.9%	45.7%	752	51.12%	44.90%
NH 4	428	34.3%	29.1%	474	34.1%	29.5%	512	34.81%	30.57%
NH Career Path	1249		85.0%	1390		86.4%	1471		87.82%
Workforce	1469			1609			1675		

# Presumptive Status

Presumptive Status	CCAS 1999	CCAS 2000	CCAS 2001
0- has minimum 6 months for CCAS rating	1386	1455	1536
1- does not have minimum 6 months for CCAS rating	71	138	122
Employee has the minimum 6 months but due to special circumstances, i.e., long-term full-time training, temporary promotion outside the demo, active military duty, extended sick leave, leave without pay, etc., the pay pool panel has two options:			
2 - Receive a rating, which is an expected OCS.	12	13	15
3 - Re-certify employee's last CCAS OCS.	NA	3	2
Override (CRI and CA calculations due to retirement, leaving	Data Not Capture	45	68

# Rail Positions

Rail Zone	CCAS 1999	Percent	CCAS 2000	Percent	CCAS 2001	Percent
A	61	4.20%	34	2.10%	18	1.07%
[Above the Upper Rail]						
B	434	29.50%	485	30.10%	477	28.48%
[Below the Lower Rail]						
C	974	66.3%	1090	67.70%	1180	70.45%
[Between the Rails]						
Total	1469	100.00%	1609	100	1675	100.00%



# Funding Levels for GPI, CRI and CA

Funding Level	1999	2000	Difference between 1999 & 2000	2001	Difference between 2000 & 2001
General Pay Increase	3.80%	2.70%	-1.10%	3.60%	0.90%
Number of Pay Pools [Gave Full GPI]	16	13	-3	15	2
Number of Pay Pools [Reduced GPI]	5	2	-3	2	No Change
Number of Pay Pools [Denied GPI]	2	8	6	8	No Change
Locality Pay	All Employees Received	All Employees Received	No Change	All Employees Received	No Change
Contribution Rating Increase	2.40%	2.00%	-0.04%	2.00%	No Change
Award	1.3% of which 90% or 1.17% is for CA	1.0% of which 90% or 0.90% is for CA	-0.3% or -0.27%	90% or 0.90% is for CA	No Change
Target Salary	Upper Rail	Upper Rail	No Change	Upper Rail	No Change

# Results Against Funding Levels\*\*\*\*

	1999	2000	Difference
Total Demo Employees [as of September 30]	1,469	1,609	140
Base Salary	\$ 88,844,148	\$ 102,097,777	\$ 13,253,629
Positive Delta-Y	\$ 11,412,694	\$ 13,156,049	\$ 1,743,355
General Pay Increase [2000-3.8%; 2001-2.7%]	\$ 3,285,887	\$ 2,757,453	\$ (528,434)
Mandatory GPI [Retained Pay]	\$ 134,039	\$ 50,732	\$ (83,307)
Discretionary GPI	\$ 49,859	\$ 20,976	\$ (28,883)
Carry Over to CRI	\$ 90,920	\$ 36,052	\$ (54,868)
Contribution Rating Increase [1999-2.4%; 2000-2.0% of Base Salary]	\$2,085,995 [2.35%]	\$2,835,287 [2.94%]	\$ 749,292
Discretionary CRI	\$ 4,498	\$ 25,510	\$ 21,012
Base Salary [includes General Pay Increase 00-3.8%; 01-2.7%]	\$94,216,030 [6.05%]	\$107,221,884 [5.02%]	\$13,005,854 [-1.03%]
Carry Over to Award	\$ 248,147	\$ 435,306	\$ 187,159
Contribution Award [1999-90% of 1.3%=1.17%; 2000-90% of 1.0%=0.90%	\$1,343,749 [1.51%]	\$2,132,158 [2.07%]	\$788,409 [+0.56%]
Discretionary Award	\$ 347,727	\$ 85,302	\$ (262,425)
Total Award	\$1,939,623 [2.18%]	\$2,652,766 [2.60%]	\$713,143 [+0.42%]

# Parameters for CCAS 2001

Size of Pay Pool	Pay Pool	PP #	G%	CRI%	CRI Set-Aside%	Awd%	Awd Set-Aside%	Beta 1 (CRI)	Beta 2 (CA)	Minimum CRI dollar amount	Minimum CA dollar amount	Rollover CRI to CA?	G carry over	Alpha 1	Alpha 2
154	DSSW	101	3.6	2.8	0	2.2	10.7572867	1	1	\$ -	\$ -	1	\$ 14,171.00	0.22845077	0.12622064
117	ATEC	102	3.6	3.8	20.4409231	2.025	1.12036158	1	1	\$ -	\$ 250	1	\$ 1,245	0.21118836	0.12535767
144	STAMIS	103	3.6	2.2	0	2.5	2.571	1	1	\$ -	\$ -	1	\$ 3,820	0.17859353	0.17051359
51	ZP/CSA	104	3.6	2	0	1	0	1	1	\$0.00	\$99.00	1	\$0.00	0.09429449	0.04246445
223	AEC	105	3.6	3.00	2.25209373	2.00	0.23723712	1	1	\$ -	\$ 250.00	1	\$ 2,615.00	0.50067706	0.30184438
13	ADO	106	3.6	3	0	3.333333	1.51798545	1	1	\$ -	\$ -	1	\$ -	0.15748664	0.15275628
53	CCK	107	3.6	3.2	0	2.0	20	1	1	\$ -	\$ -	1	\$ -	0.35319971	0.1491045
15	POBD	110	3.6	3.3	0	2.2	0	1	1			1	\$ -	0.16218944	0.09731368
50	MTAQ	111	3.6	4.99	0	2.5	7.31912218	1	1	\$ -	\$ -	1	\$ 2,348.00	0.4875039	0.17467835
26	ASA	112	3.6	2.8	0	1.44	7.86633798	1	1	\$ -	\$ -	1	\$ 1,055.00	0.22199402	0.08806976
92	C3S	113	3.6	3	6.16338384	2.5	8.22956053	1	1	\$ -	\$ 250.00	1	\$ -	0.20773435	0.15067241
91	GCSS-P	114	3.6	2.0	0	3.0	0.91821036	1	1	\$ -	\$ -	1	\$ -	0.12561438	0.15992878
44	IS	119	3.6	6	0	3.7	1.5518223	1	1	\$ -	\$ -	1	0	0.21496091	0.11095332
132	GCSS-W	120	3.6	2	0	3.5382	4.66413655	1	1	\$ -	\$ -	1	0	0.10776371	0.17063229
119	IEWS	121	3.6	4.00	0.53282485	2.5	0.93810553	1	1	\$ -	\$ -	1	\$ -	0.33224754	0.18659032
12	ZT	123	3.6	2.8	0	1.44	52.8658766	1	1	\$ -	\$ -	1	\$ -	0.36449729	0.07955481
10	ZS	124	3.6	2.8	10.00	1.44	20.00	1	1	\$ -	\$ -	1	\$ -	0.17758832	0.07306525
14	ZD	125	3.6	3.42	0	1.76	2.15266839	1	1	\$ -	\$ -	1	\$ -	0.31809663	0.14421761
83	MEDCOM	126	3.6	10	0	1.5	0	1	1	\$ -	\$ -	1	\$ -	0.72907778	0.09845142
91	RDAISA	127	3.6	3.5	0	2.50	6.71998452	1	1	\$ 250.00	\$ 250.00	1	\$ -	0.28402199	0.16477688
3	ZL	128	3.6	2.8	0	1.44	65.4551426	1	1	\$ -	\$ -	1	\$ -	0.10763972	0.01722059
122	DDACM	129	3.6	3.4	0	3.00	8.86002387	1	1	\$ -	\$ -	1	\$ -	0.27384697	0.18431037
4	MTAQ Supr	130	3.6	10	0	4.1	12.5306613	1	1	\$ -	\$ -	1	\$ -	0.42212277	0.13626372
4	OFTF	131	3.6	2.97	0	1	0	1	1	\$ -	\$ -	1	\$ -	0.23028216	0.06980491
8	FCS	132	3.6	2.4	0	4	71.6759344	1	1	\$ -	\$ -	1	\$ -	0.35092179	0.14910283
1675															
73	Average		3.6	3.6872	1.57556902	2.34466132	12.3180583	1	1	\$ 10	\$ 44	1	\$ 1,010	0.27367977	0.13295475



# Parameters for CCAS 2000

Size of Pay Pool	Pay Pool	PP #	G%	CRI%	CRI Set-Aside%	Awd%	Awd Set-Aside%	Beta 1 (CRI)	Beta 2 (CA)	Minimum CRI dollar amount	Minimum CA dollar amount	Rollover CRI to CA?	G carry over	Alpha 1	Alpha 2
175	DSSW	101	2.7	2.8000	0.000	1.4400	13.091	1	1	0	0	1	12584	25.42%	10.81%
113	ATEC	102	2.7	2.0000	0.000	1.8000	1.250	1	1	0	0	1	2296	14.33%	12.52%
141	STAMIS	103	2.7	2.4000	0.000	2.7000	7.210	1	1	0	0	1	0	18.53%	19.34%
54	ZP/CSA	104	2.7	2.0000	0.000	0.9000	0.000	1	1	0	0	1	0	11.16%	5.02%
205	AEC	105	2.7	2.0700	2.900	2.2559	3.515	1	1	0	0	1	9586	36.97%	38.65%
14	ADO	106	2.7	3.0000	16.245	2.7000	4.931	1	1	0	0	1	0	24.62%	25.15%
44	CCK	107	2.7	2.4000	0.000	1.0530	0.000	1	1	0	0	1	1905	25.01%	10.59%
16	J POBD	110	2.7	3.0000	0.000	1.8000	0.000	1	1	0	0	1	0	16.96%	10.18%
48	MTAQ	111	2.7	4.0000	0.000	3.4920	12.150	1	1	0	0	1	2632	39.03%	29.18%
32	ASA	112	2.7	2.0000	0.000	0.9000	0.000	1	1	0	0	1	0	12.94%	5.82%
89	C3S	113	2.7	2.4000	0.000	2.1150	0.000	1	1	0	0	1	2725	36.54%	31.69%
93	GCSS-P	114	2.7	2.0000	0.000	2.7000	0.000	1	1	0	0	1	0	12.43%	16.78%
46	IS	119	2.7	3.0000	0.000	2.9700	2.880	1	1	0	0	1	0	15.47%	14.87%
126	GCSS-W	120	2.7	2.0000	0.000	3.1550	3.938	1	1	0	0	1	579	10.95%	16.50%
114	IEWS	121	2.7	4.0000	1.310	2.7000	2.031	1	1	0	0	1	1719	32.41%	21.58%
11	ZT	123	2.7	2.0000	0.000	0.9000	0.000	1	1	0	0	1	0	11.14%	5.01%
12	ZS	124	2.7	2.0000	0.000	0.9000	0.000	1	1	0	0	1	0	8.09%	3.64%
10	ZD	125	2.7	2.1900	8.680	0.9864	23.500	1	1	0	0	1	0	20.57%	9.25%
67	MEDCOM	126	2.7	12.0000	1.010	1.3500	0.000	1	1	0	0	1	0	51.53%	5.85%
86	RDAISA	127	2.7	2.5000	0.000	2.8800	4.900	1	1	0	0	1	3601	17.33%	18.42%
3	ZL	128	2.7	2.0000	0.000	0.9000	0.000	1	1	0	0	1	0	5.29%	2.38%
107	DDACM	129	2.7	2.4000	2.811	1.1700	4.900	1	1	0	0	1	0	19.55%	9.33%
3	MTAQ Supr	130	2.7	4.0000	0.000	3.4920	0.000	1	1	0	0	1	0	27.05%	23.61%
1609															
70	Average		2.70	2.96	1.43	1.97	3.67						1636	21.45%	15.05%

# Parameters 1999 and 2000

1999						2000				
Size of Pay Pool	Pay Pool	PP #	G carry over	Alpha 1	Alpha 2	Size of Pay Pool	Pay Pool	G carry over	Alpha 1	Alpha 2
180	DSSW	101	9884	26.03%	12.59%	175	DSSW	12584	25.42%	10.81%
78	ATEC HQ	102	1843	15.07%	0.00%	113	ATEC	2296	14.33%	12.52%
122	PEO STAMIS	103	1045	19.52%	22.59%	141	STAMIS	0	18.53%	19.34%
48	SAAL-ZP	104	5	18.65%	7.80%	54	ZP/CSA	0	11.16%	5.02%
75	ATEC OEC	105	13346	24.61%	0.00%	205	AEC	9586	36.97%	38.65%
14	ADO	106	2241	19.06%	15.81%	14	ADO	0	24.62%	25.15%
36	CC Korea	107	10598	19.05%	6.59%	44	CCK	1905	25.01%	10.59%
119	ATEC EAC	108	20599	38.15%	0.00%					
124	SAAL-ZR	109	17	24.96%	11.19%					
13	J POBD	110	1480	18.23%	9.37%	16	J POBD	0	16.96%	10.18%
53	MTAQ	111	0	29.45%	13.06%	48	MTAQ	2632	39.03%	29.18%
7	SAAL-ZAX	112	0	15.96%	7.78%	32	ASA	0	12.94%	5.82%
88	PEO C3S	113	2	15.70%	11.78%	89	C3S	2725	36.54%	31.69%
80	DPEO GCSS P	114	8	16.80%	19.74%	93	GCSS-P	0	12.43%	16.78%
41	PEO IS	119	4947	16.23%	12.67%	46	IS	0	15.47%	14.87%
128	DPEO GCSS W	120	2067	13.93%	17.62%	126	GCSS-W	579	10.95%	16.50%
111	PEO IEWS	121	1441	20.39%	10.43%	114	IEWS	1719	32.41%	21.58%
4	SAAL-ZC	122	0	19.31%	9.42%					
13	SAAL-ZT	123	4	11.26%	5.00%	11	ZT	0	11.14%	5.01%
11	SAAL-ZS	124	0	9.30%	4.53%	12	ZS	0	8.09%	3.64%
10	SAAL-ZD	125	0	32.96%	16.06%	10	ZD	0	20.57%	9.25%
25	MEDCOM	126	659	33.55%	3.98%	67	MEDCOM	0	51.53%	5.85%
89	RDAISA	127	20734	27.50%	9.25%	86	RDAISA	3601	17.33%	18.42%
	SAAL-ZC	128				3	ZL	0	5.29%	2.38%
	DDACM/AAESA	129				107	DDACM	0	19.55%	9.33%
	MTAQ -Supr	130				3	MTAQ Supr	0	27.05%	23.61%
1469						1609				
64	Average		3953	21.12%	9.88%	70	Average	1636	21.45%	15.05%
	Less MEDCOM			20.55%			Less MEDCOM		20.08%	

# Parameters for 2000 & 2001

Size of Pay Pool	Pay Pool	Pay Pool #	G%	CRI%	CRI Set-Aside%	Awd%	Awd Set-Aside%	Size of Pay Pool	Pay Pool	PP #	G%	CRI%	CRI Set-Aside%	Awd%	Awd Set-Aside%
175	DSSW	101	2.7	2.80	0.00	1.44	13.09	154	DSSW	101	3.6	2.8	0	2.2	10.7572867
113	ATEC	102	2.7	2.00	0.00	1.80	1.25	117	ATEC	102	3.6	3.8	20.4409231	2.025	1.12036158
141	PEO STAMIS	103	2.7	2.40	0.00	2.70	7.21	144	STAMIS	103	3.6	2.2	0	2.5	2.571
54	SAAL-ZP/CSA	104	2.7	2.00	0.00	0.90	0.00	51	ZP/CSA	104	3.6	2	0	1	0
205	ATEC AEC	105	2.7	2.07	2.90	2.26	3.52	223	AEC	105	3.6	3.00	2.25209373	2.00	0.23723712
14	ADO	106	2.7	3.00	16.25	2.70	4.93	13	ADO	106	3.6	3	0	3.333333	1.51798545
44	CCK	107	2.7	2.40	0.00	1.05	0.00	53	CCK	107	3.6	3.2	0	2.0	20
16	J POBD	110	2.7	3.00	0.00	1.80	0.00	15	J POBD	110	3.6	3.3	0	2.2	0
48	MTAQ	111	2.7	4.00	0.00	3.49	12.15	50	MTAQ	111	3.6	4.99	0	2.5	7.31912218
32	ASA ALT	112	2.7	2.00	0.00	0.90	0.00	26	ASA	112	3.6	2.8	0	1.44	7.86633798
89	PEO C3S	113	2.7	2.40	0.00	2.12	0.00	92	C3S	113	3.6	3	6.16338384	2.5	8.22956053
93	PEO GCSS-P	114	2.7	2.00	0.00	2.70	0.00	91	GCSS-P	114	3.6	2.0	0	3.0	0.91821036
46	PEO IS	119	2.7	3.00	0.00	2.97	2.88	44	IS	119	3.6	6	0	3.7	1.5518223
126	PEO GCSS-W	120	2.7	2.00	0.00	3.15	3.94	132	GCSS-W	120	3.6	2	0	3.5382	4.66413655
114	PEO IEWS	121	2.7	4.00	1.31	2.70	2.03	119	IEWS	121	3.6	4.00	0.53282485	2.5	0.93810553
11	SAAL-ZT	123	2.7	2.00	0.00	0.90	0.00	12	ZT	123	3.6	2.8	0	1.44	52.8658766
12	SAAL-ZS	124	2.7	2.00	0.00	0.90	0.00	10	ZS	124	3.6	2.8	10.00	1.44	20.00
10	SAAL-ZD	125	2.7	2.19	8.68	0.99	23.50	14	ZD	125	3.6	3.42	0	1.76	2.15266839
67	MEDCOM	126	2.7	12.00	1.01	1.35	0.00	83	MEDCOM	126	3.6	10	0	1.5	0
86	RDAISA	127	2.7	2.50	0.00	2.88	4.90	91	RDAISA	127	3.6	3.5	0	2.50	6.71998452
3	SAAL-ZL	128	2.7	2.00	0.00	0.90	0.00	3	ZL	128	3.6	2.8	0	1.44	65.4551426
107	DDACM/AAESA	129	2.7	2.40	2.81	1.17	4.90	122	DDACM	129	3.6	3.4	0	3.00	8.86002387
3	MTAQ Supr	130	2.7	4.00	0.00	3.49	0.00	4	MTAQ Supr	130	3.6	10	0	4.1	12.5306613
								4	OFTF	131	3.6	2.97	0	1	0
								8	FCS	132	3.6	2.4	0	4	71.6759344
1609								1675							
70	Average		2.70	2.96	1.43	1.97	3.67	73	Average		3.6	3.6872	1.57556902	2.3446613	12.3180583
Average (-MEDCOM)				2.5	Average (-MEDCOM)				3.4242						

# Contribution Scores

		1999 OCS	1999 Expected OCS	1999 Delta OCS (SPL)	1999 Delta OCS (UR)	2000 OCS	2000 Expected OCS	2000 Delta OCS (SPL)	2000 Delta OCS (UR)	2001 OCS	2001 Expected OCS	2001 Delta OCS (SPL)	2001 Delta OCS (UR)
101	DSSW	62	61	1	5	64	63	1	5	66	64	2	6
102	ATEC HQ	71	67	4	8	74	70	4	8	76	73	3	7
103	PEO STAMIS	79	77	2	6	81	78	3	7	80	78	2	6
104	SAAL-ZP/CSA	83	80	3	7	85	80	5	9	87	81	6	10
105	ATEC OEC	79	78	1	5	77	78	-1	3	18	19	-1	3
106	ADO	77	75	3	7	80	78	2	6	82	78	4	8
107	CCKOREA	64	60	3	7	66	63	3	7	66	63	3	7
108	ATEC EAC	76	77	-1	3								
109	SAAL-ZR	77	76	1	5								
110	JPOBD	82	78	5	9	81	77	4	8	83	77	6	10
111	MTAQ	65	65	1	5	68	66	2	6	71	69	2	6
112	SAAL-ZAX	56	53	3	7	72	68	4	8	73	71	2	6
113	PEO C3S	90	86	4	8	85	85	0	4	89	86	3	7
114	PEO GCSS P	89	86	3	7	90	86	4	8	90	87	4	8
119	PEO IS	75	73	3	7	79	73	6	10	84	75	9	13
120	PEO GCSS W	80	76	4	8	81	76	5	9	83	78	5	9
121	PEO IEWS	79	77	2	6	79	77	2	6	81	80	2	6
122	SAAL-ZC	71	69	3	7								
123	SAAL-ZT	88	82	6	10	93	89	4	8	81	81	0	4
124	SAAL-ZS	72	65	7	11	75	67	8	12	71	68	3	7
125	SAAL-ZD	77	77	0	4	82	81	1	5	80	79	1	5
126	MEDCOM	54	43	12	16	61	55	6	10	61	59	3	7
127	RDAISA	69	67	3	7	71	67	4	8	68	66	2	6
128	ZL					94	82	12	16	95	83	12	16
129	DDACM					77	75	2	6	77	75	3	7
130	MTAZ Supr					57	54	3	7	93	87	7	11
131	OFTF									76	74	2	6
132	FCS									85	84	2	6
	<b>Average for Army Pay Pools</b>	<b>75</b>	<b>71</b>	<b>3</b>	<b>7</b>	<b>77</b>	<b>73</b>	<b>3</b>	<b>7</b>	<b>77</b>	<b>73</b>	<b>3</b>	<b>7</b>

# Scores

	1999	2000	2001
Expected OCS Range	22 to 100	25 to 100	27 to 100
Factor Score Range	5 to 115	0 to 115	18 to 115
OCS Range	5 to 111	11 to 115	28 to 115
Delta OCS Range	-71 to +32	-39 to +25	-39 to +25

		Individuals with OCS Greater Than the Max Score for Career Path		
	Max Score	1999 CCAS	2000 CCAS	2001 CCAS
NH	100	78 Individuals	59 Individuals	94 Individuals
NJ	83	0 Individual	0 Individual	0 Individual
NK	61	4 Individuals	11 Individuals	11 Individuals

# General Pay Increase and Contribution Rating Increase

		1999			2000			2001		
Activity	PP #	G\$	Approved CRI \$	Approved CRI %	G\$	Approved CRI \$	Approved CRI %	G\$	Approved CRI \$	Approved CRI %
DSSW	101	1736	1291	2.74%	1298	1382	2.71%	\$ 1,836	\$ 1,383	2.62%
ATEC	102	1985	1289	2.44%	1572	1171	2.12%	\$ 2,249	\$ 2,330	4.07%
STAMIS	103	2427	1250	1.95%	1832	1297	1.93%	\$ 2,479	\$ 1,256	1.76%
ZP/CSA	104	2615	1295	1.88%	1933	1048	1.75%	\$ 2,686	\$ 1,100	1.75%
AEC	105	2334	1583	2.40%	1770	1239	1.94%	\$ 2,517	\$ 1,670	2.53%
ADO	106	2228	1648	2.62%	1899	1547	2.18%	\$ 2,614	\$ 1,111	1.78%
CCK	107	1478	1327	2.85%	1307	1217	2.46%	\$ 1,821	\$ 1,516	3.06%
ATEC EAC	108	2254	1595	2.50%						
SAAL-ZR	109	2350	1379	2.23%						
JPOBD	110	2377	1972	3.01%	1791	1624	2.45%	\$ 2,333	\$ 1,928	2.91%
MTAQ	111	1899	1199	2.40%	1406	1982	3.90%	\$ 2,006	\$ 2,353	4.11%
ASA	112	1522	961	2.40%	1601	978	1.83%	\$ 2,213	\$ 1,721	2.73%
C3S	113	2938	1400	1.81%	2129	1552	2.07%	\$ 2,955	\$ 1,642	2.21%
GCSS-P	114	2840	1712	2.29%	2089	1305	1.73%	\$ 2,894	\$ 1,316	1.67%
IS	119	2141	1497	2.52%	1674	1725	2.82%	\$ 2,375	\$ 3,298	5.18%
GCSS-W	120	2444	1397	2.16%	1839	1007	1.61%	\$ 2,576	\$ 997	1.53%
IEWS	121	2450	1367	2.11%	1822	2242	3.27%	\$ 2,604	\$ 2,141	2.95%
SAAL-ZC	122	2188	1381	2.40%						
ZT	123	2792	1516	2.06%	2303	987	1.36%	\$ 2,779	\$ 1,737	2.38%
ZS	124	2000	980	1.86%	1545	963	1.93%	\$ 2,146	\$ 1,522	2.77%
ZD	125	2494	1386	2.11%	2001	1059	1.53%	\$ 2,465	\$ 1,721	2.57%
MEDCOM	126	1189	3577	11.19%	1170	4327	9.78%	\$ 1,703	\$ 2,934	6.22%
RDAISA	127	1753	1132	2.17%	1423	1270	2.45%	\$ 1,950	\$ 1,777	3.22%
ZL	128				2047	708	1.12%	\$ 2,828	\$ 510	1.16%
DDACM	129				1702	1305	2.08%	\$ 2,336	\$ 1,905	3.04%
MTAQ Supr	130				2180	3229	4.12%	\$ 2,861	\$ 7,947	10.05%
OF-TF	131							\$ 2,280	\$ 1,880	2.32%
FCS	132							\$ 2,739	\$ 1,826	2.39%
	Amy Average	2193	1484	2.70%	1754	1529	2.57%	2410	1981	3.08%

# Contribution Award and Total Award

		1999				2000				2001			
PP #	Activity	Approved CA	Approved CA %	Total Award	Total Award % of Base Salary	Approved CA	Approved CA%	Total Award	Total Award % of Base Salary	Approved CA	Approved CA%	Total Award	Total Award % of Base Salary
101	DSSW	664	1.41%	760	1.61%	634	1.23%	840	1.63%	1383	1.74%	1268	2.37%
102	ATEC	0	0.00%	954	1.80%	1047	1.89%	1088	1.96%	2330	1.92%	1210	1.93%
103	STAMIS	1789	2.79%	2141	3.34%	1699	2.54%	2162	3.23%	1256	2.16%	1868	2.68%
104	ZP/CSA	690	1.00%	1161	1.69%	644	0.96%	1026	1.35%	1100	0.97%	1063	1.42%
105	AEC	0	0.00%	1370	2.07%	1463	2.18%	1717	2.53%	1670	1.83%	1713	2.44%
106	ADO	1696	2.70%	2092	3.33%	1804	2.26%	2460	3.02%	1111	2.82%	3246	4.47%
107	CCK	490	1.05%	631	1.35%	526	1.06%	552	1.10%	1516	1.46%	1073	2.07%
108	ATEC EAC	0	0.00%	1259	1.97%								
109	SAAL-ZR	660	1.07%	827	1.34%								
110	POBD	1179	1.80%	1500	2.29%	1193	1.72%	1558	2.15%	1928	1.99%	1642	2.43%
111	MTAQ	531	1.06%	584	1.17%	1622	3.11%	1983	3.71%	2353	2.08%	1821	3.19%
112	ASA	468	1.17%	468	1.17%	533	0.92%	740	1.14%	1721	1.19%	882	1.41%
113	C3S	1391	1.80%	1846	2.39%	1691	2.15%	2088	2.57%	1642	2.11%	2667	3.25%
114	GCSS-P	2195	2.94%	2397	3.21%	2088	2.72%	2330	3.00%	1316	2.68%	2462	3.06%
119	IS	1209	2.03%	1282	2.15%	1788	2.90%	1975	3.18%	3298	3.33%	2856	4.33%
120	GCSS-W	2066	3.19%	2330	3.60%	2068	3.08%	2515	3.62%	997	3.12%	2722	3.79%
121	IEWS	787	1.22%	1075	1.66%	1799	2.56%	2330	3.27%	2141	2.21%	2385	3.29%
122	SAAL-ZC	673	1.17%	673	1.17%								
123	ZT	782	1.07%	1106	1.51%	766	0.93%	1485	1.65%	1737	0.61%	1423	1.84%
124	ZS	615	1.17%	897	1.71%	514	0.95%	695	1.13%	1522	1.06%	919	1.54%
125	ZD	767	1.17%	955	1.46%	666	0.88%	1089	1.30%	1721	1.58%	1921	2.62%
126	MEDCOM	459	1.44%	803	2.51%	584	1.31%	1454	3.23%	2934	1.36%	2472	5.19%
127	RDAISA	726	1.39%	784	1.50%	1485	2.85%	1687	3.24%	1777	2.05%	1357	2.49%
128	ZL					681	0.86%	1489	1.66%	510	0.45%	2040	2.60%
129	DDACM					701	1.11%	945	1.46%	1905	2.50%	2054	3.16%
130	MTAQ Supr					2819	3.59%	2819	3.59%	7947	3.24%	2932	3.69%
131	OF-TF									1880	0.70%	570	0.90%
132	FCS									1826	1.01%	2739	3.60%
Army Average		863	1.42%	1213	2.00%	1253	1.90%	1610	2.29%	1981	1.85%	1892	2.79%

# Base Salary Increase

PP #	Activity	CY 1999 Base Pay	New Base Pay 2000	Base Salary % Increase from 1999 to 2000	CY 2000 Base Pay	New Base Pay 2001	Base Salary % Increase from 2000 to 2001	CY 2001 Base Pay	New Base Pay 2002	Base Salary % Increase from 2001 to 2002
101	DSSW	47105	50132	6.43%	50736	53417	5.28%	53537	56755	6.01%
102	ATEC	52847	56121	6.20%	58944	61686	4.65%	62772	67352	7.30%
103	STAMIS	64074	67750	5.74%	67821	70950	4.61%	69614	73348	5.36%
104	ZP/CSA	68810	72720	5.68%	71577	74558	4.17%	74594	78380	5.08%
105	AEC	66079	69996	5.93%	67255	70263	4.47%	70243	74429	5.96%
106	ADO	62816	66691	6.17%	70315	73761	4.90%	72624	76350	5.13%
107	CCK	46626	49431	6.02%	50003	52527	5.05%	51776	55112	6.44%
108	ATEC EAC	63855	67704	6.03%						
109	SAAL-ZR	61820	65549	6.03%						
110	JPOBD	65531	69880	6.64%	66305	69719	5.15%	67606	71967	6.45%
111	MTAQ	49963	53061	6.20%	52873	56261	6.41%	57007	61365	7.65%
112	ASA	40052	42535	6.20%	59286	61865	4.35%	62589	66523	6.29%
113	C3S	77300	81638	5.61%	79968	83680	4.64%	82071	86667	5.60%
114	GCSS-P	74719	79271	6.09%	77364	80758	4.39%	80388	84598	5.24%
119	IS	59492	63129	6.11%	61995	65394	5.48%	65960	71632	8.60%
120	GCSS-W	64720	68561	5.93%	68249	71095	4.17%	71736	75310	4.98%
121	IEWS	64792	68608	5.89%	68028	72091	5.97%	72430	77175	6.55%
122	SAAL-ZC	57555	61123	6.20%						
123	ZT	73465	77773	5.86%	85260	88549	3.86%	77164	81680	5.85%
124	ZS	52607	55587	5.66%	57186	59693	4.38%	59604	63272	6.15%
125	ZD	65609	69488	5.91%	74072	77131	4.13%	73287	77647	5.95%
126	MEDCOM	31969	36735	14.91%	43315	48812	12.69%	47637	52274	9.73%
127	RDAISA	52249	55134	5.52%	54228	56921	4.97%	54509	58236	6.84%
128	ZL				75789	78544	3.64%	78544	81883	4.25%
129	DDACM				63030	66037	4.77%	64897	69138	6.53%
130	MTAQ Supr				80738	86148	6.70%	79469	90277	13.60%
131	OF-TF							63314	67474	6.57%
132	FCS							76075	80640	6.00%

Amy Average	59307	62983	6.39%	65406	68690	5.17%	67578	71979	6.56%
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# Broadband Level Average Payouts for CCAS 2001

Army		CRI 2001		CA 2001		2001		
Minimum Funding Level		2.00%			0.90%			
Actual Funding Level		3.69%			2.34%			
NK Career Path		Average CRI	Average CRI % of 2001 Base Pay	Average CA	Average CA % of 2001 Base Pay	Total Carry Over Award	Average Total Award	Total Award % of 2001 Base Pay
NK	1	0	0	242	0.95%	948	1190	4.66%
NK	2	883	2.84%	677	2.09%	393	1088	3.38%
NK	3	1250	3.11%	850	2.12%	29	903	2.22%
NJ Career Path								
NJ	2	712	2.18%	473	1.42%	89	584	1.78%
NJ	3	0	0.00%		0.00%	0	0	0.00%
NH Career Path								
NH	2	1512	3.74%	744	1.81%	378	1193	2.87%
NH	3	1728	2.79%	1369	2.10%	526	1976	3.00%
NH	4	2190	2.55%	1921	2.16%	466	2480	2.77%
Average		1034	2.15%	784	1.58%	353	1177	2.59%

# Broadband Level Averages for CRI 1999 - 2001

Army		CCAS 1999		CCAS 2000		CCAS 2001	
Minimum Funding Level		2.40%		2.00%		2.00%	
Actual Funding Level		2.90%		2.96%		3.69%	
NK Career Path		Average CRI	Average CRI % of 1999 Base Pay	Average CRI	Average CRI % of 2000 Base Pay	Average CRI	Average CRI % of 2001 Base Pay
NK	1	260	1.12%	154	0.69%	0	0.00%
NK	2	739	2.65%	816	2.74%	883	2.84%
NK	3	975	2.67%	975	2.51%	1250	3.11%
NJ Career Path							
NJ	2	763	2.61%	798	2.52%	712	2.18%
NJ	3	0	0.00%	0	0.00%	0	0.00%
NH Career Path							
NH	2	1315	3.76%	1465	3.80%	1512	3.74%
NH	3	1439	2.48%	1489	2.48%	1728	2.79%
NH	4	1753	2.17%	1807	2.17%	2190	2.55%
Average		905	2.18%	938	2.11%	1034	2.15%

# Breakdown of CRI

CRI %	CCAS 1999		CCAS 2000		2001	
20%	4	0.27%	4	0.25%	7	0.42%
15 - 19.9%	6	0.41%	14	0.87%	10	0.60%
10 - 14.9%	10	0.68%	20	1.25%	33	1.97%
6.01 - 10%	62	4.22%	61	3.81%	93	5.55%
5.91 - 6%	3	0.20%	15	0.90%	45	2.69%
3.34 - 5.9%	317	21.58%	329	20.45%	379	22.63%
2.63 - 3.33%	219	14.91%	206	12.80%	224	13.37%
0.01 - 2.62%	538	36.62%	664	41.27%	473	28.24%
0.00%	310	21.11%	296	18.40%	411	24.54%
Total	1469	100.00%	1609	100.00%	1675	100.00%

CCAS 1999 gave 42.77% of the eligible workforce a CRI that was equal to or greater than a within-grade-increase. CCAS 2000 gave 40.33% of the eligible workforce a CRI that was equal to or greater than a within-grade-increase.

CCAS 2001 gave 47.22% of the eligible workforce a CRI that was equal to or greater than a within-grade-increase.

## General Schedule Average WIGI as a percent of increase

Step	1	2	3	4	5	6	7	8	9	10
WIGI %		3.33%	3.22%	3.12%	3.03%	2.94%	2.86%	2.78%	2.70%	2.63%

For example: An employee received a

# GS Equivalency Check

General Schedule Average WIGI as a percent of increase

Step	1	2	3	4	5	6	7	8	9	10
WIGI %		3.33%	3.22%	3.12%	3.03%	2.94%	2.86%	2.78%	2.70%	2.63%

NOTE: There are no within-grade increases (WIGI) in the Civilian Acquisition Workforce Personnel. The purpose of this slide is to answer a common question among demo participants on how they did in the GS system.

Example 1: If at the beginning of the 2001 calendar year, the employee's 2001 base salary was

equivalent to a GS Any Grade Step 8.

- The WIGI from Step 8 to Step 9 is three years and is a 2.70% increase of base salary
- For CCAS 2001, this employee received a CRI of 2.4%.
- In one year, this 2.4% CRI is 88% of the WIGI, which under GS would take three years.

Example 2: If at the beginning of the 2001 calendar year, the employee's 2001 base salary was

equivalent to a GS Any Grade Step 2.

- The WIGI from Step 2 to Step 3 is one year and is a 3.22% increase of base salary.
- For CCAS 2001, receiving a 2.4% CRI was not as good as a WIGI for GS Step 2 employee.
- The demo, however, has the potential to reward this employee at a

# Number of Employees Not Receiving CRI

0.00% CRI					
Presumptive Status	1999 CCAS		2000 CCAS		Reasons
0 - at least six months in AcqDemo	230	83	155	81	Maximum Salary - CRI Carryover to CA
		6		4	Retained Pay, No CRI
		32		36	Override - Left AcqDemo/Retire
		48			3      No CRI - Maximum Salary
		0			13      No CRI
		0			20      CRI added to CA
		61		34	"A" Rating (Above the Upper Rail)
1 - less than six months	71		138	Not Eligible	
2 - Special Circumstances (i.e., LTFTT, military duty, medical leave, etc.)	8	2	3	1	Override - CRI added to CA
		6		2	No CRI
Total	309		296		

# Broadband Level Averages for CA - 1999 - 2001

Army		CCAS 1999		CCAS 2000		CCAS 2001	
Minimum Funding Level		1.17%			0.90%		0.90%
Actual Funding Level		1.70%			1.97%		2.34%
NK Career Path		Average CA	Average CA % of 1999 Base Pay	Average CA	Average CA % of 2000 Base Pay	Average CA	Average CA % of 2001 Base Pay
NK	1	136	0.59%	151	0.65%	242	0.95%
NK	2	426	1.45%	668	2.16%	677	2.09%
NK	3	635	1.72%	729	1.88%	850	2.12%
NJ Career Path							
NJ	2	383	1.31%	372	1.17%	473	1.42%
NJ	3	0	0.00%				0.00%
NH Career Path							
NH	2	506	1.39%	648	1.66%	744	1.81%
NH	3	809	1.34%	1335	2.13%	1369	2.10%
NH	4	1459	1.75%	1886	2.19%	1921	2.16%
Average		915	1.49%	1325	2.07%	523	1.05%

# Broadband Level Averages for Total Award to include Carry Over from CRI plus CA - 1999 and 2001

Army		1999			2000			2001		
NK Career Path		Total Carry Over Award	Average Total Award	Total Award % of 1999 Base Pay	Total Carry Over Award	Average Total Award	Total Award % of 2000 Base Pay	Total Carry Over Award	Average Total Award	Total Award % of 2001 Base Pay
NK	1	10207	155	0.67%	1642	562	2.30%	1895	1190	4.66%
NK	2	91310	706	2.41%	23850	860	2.74%	46780	1088	3.38%
NK	3	135122	752	2.03%	1373	755	1.93%	1643	903	2.22%
NJ Career Path										
NJ	2	0	383	1.31%	223	419	1.32%	2306	584	1.78%
NJ	3	0	0	0.00%	0	0	0.00%	0	0	0.00%
NH Career Path										
NH	2	38	714	1.96%	28200	895	2.23%	78330	1193	2.87%
NH	3	10097	1237	2.04%	222813	1682	2.63%	395196	1976	3.00%
NH	4	1373	2006	2.36%	157205	2289	2.60%	238425	2480	2.77%
Average			1320	2.14%		1649	2.54%		1911	2.86%

# CCAS Pay Outs Highs and Averages

Dollar	1999 High	1999 Average	2000 High	2000 Average	2001 High	2001 Average
CRI	8980	1420	14839	1492	13195	1748
Carryover Award	4923	1426	11572	1583	9148	456
CA	6671	915	6744	1325	7193	1378
Total Award	9008	1320	13346	1649	14606	1911

Per Cent	1999 High	1999 Average	2000 High	2000 Average	2001 High	2001 Average
CRI	20.00%	2.55%	20.00%	2.71%	20.00%	2.84%
CA	8.27%	1.49%	17.18%	2.33%	8.90%	2.07%
Total Award	18.25%	2.14%	42.13%	2.95%	16.69%	2.86%



# Salary Creep

Army Salary Creep		CCAS 1999			CCAS 2000			CCAS 2001		
Career Path	Broad Band Level	Number of Employees	2000 Maximum Pay for Broadband Level	Salary Cap	Number of Employees	2001 Maximum Pay for Broadband Level	Salary Cap	Number of Employees	2001 Maximum Pay for Broadband Level	Salary Cap
NK	1	2	24833	98.03%	4	25502	96.38%	2	26415	100%
NK	2	136	34408	89.72%	133	35339	91.56%	119	36615	93.25%
NK	3	50	46359	83.87%	53	47610	85.44%	57	49324	87.99%
NJ	1									
NJ	2	31	38108	81.27%	29	39143	83.74%	26	40551	85.77%
NJ	3	1	50932	79.81%						
NJ	4									
NH	1									
NH	2	154	50932	81.26%	180	52305	81.17%	207	54185	82.16%
NH	3	667	72586	88.19%	736	74553	88.90%	752	77229	90.41%
NH	4	428	100897	87.89%	474	103623	88.14%	512	107357	88.39%
As of September 30		1469			1609			1675		

This chart records the progression towards the maximum salary for each broadband level. For example, as a result of CCAS 1999, 31 NJ-2 employees average salary is 81.27% of \$38,108, which is the maximum 2000 salary for NJ 2. As a result of CCAS 2000, the 29 NJ-2 employees were 2.5% closer to the maximum salary for NJ-2 and 4.5% closer to the maximum salary for NJ-2 in